DOCUMENT RESUME

ED 395 420 EC 304 814

TITLE	National Council on Disability. Annual Report, Volume 15. Fiscal Year 1994.
INSTITUTION	National Council on Disability, Washington, DC.
PUB DATE	31 Mar 95
NOTE	36p.; For Volume 14, see ED 375 562.
PUB TYPE	Reports - Descriptive (141)
EDRS PRICE	MF01/PC02 Plus Postage.
DESCRIPTORS	*Accessibility (for Disabled); *Advisory Committees; *Civil Rights Legislation; *Disabilities; Federal Legislation; Information Dissemination; *Public Policy; Public Relations
IDENTIFIERS	Americans with Disabilities Act 1990; *National Council on Disability

ABSTRACT

This annual report describes major activities of the National Council on Disability (NCD) for Fiscal Year 1994. Activities included: conducted a summit meeting on the Americans with Disabilities Act (ADA); held health care reform town meetings; communicated with the Health Care Financing Administration concerning reimbursement of medical rehabilitation services; held health care meetings and a news conference; celebrated the fourth anniversary of the ADA; communicated with the U.S. Department of Transportation concerning accessibility of buses; met with Microsoft Corporation concerning access to Windows-based software; and held an ADA Watch Roundtable. Research was conducted in the areas of education and health care reform, and NCD served as part of the U.S. delegation to the Commission for Social Development of the United Nations. The report also notes Congressional testimony, liaison with the National Institute on Disability and Rehabilitation Research, information dissemination, and quarterly meetings of NCD. Appendices provide background information on National Council members and staff, a listing of National Council publications, and the Council's mission statement. (DB)

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National Council on Disability

Annual Report Volume 15
Fiscal Year 1994

March 31, 1995

EC304814

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Annual Report Volume 15
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Publication date: March 31, 1995

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NATIONAL COUNCIL ON DISABILITY

An independent federal agency working with the President and the Congress to increase the inclusion, independence, and empowerment of all Americans with disabilities.

March 31, 1995

The President
The White House
Washington, D.C. 20500

Dear Mr. President:

In accordance with Section 401(a)(9) of the Rehabilitation Act of 1973, as amended, I am pleased to provide you with the National Council on Disability's (NCD) Annual Report for Fiscal Year (FY) 1994.

During FY 1994, NCD was engaged in a wide variety of activities in order to provide you, the Congress, and our other consumers with recommendations regarding laws, programs, and policies affecting 49 million Americans with disabilities.

Chief among these activities was the continued monitoring of existing Federal civil rights laws, including the Americans with Disabilities Act of 1990 (ADA); the Individuals with Disabilities Education Act (IDEA); the Rehabilitation Act of 1973, as amended; and the Fair Housing Act Amendments of 1988. NCD also identified the overall needs and concerns of its consumers by conducting town meetings and hearings throughout the country, and by representing people with disabilities on Federal advisory boards, task forces, in international forums, in the media, and with business leaders.

Additional highlights from FY 1994 include the conducting of five town meetings on how to make health care reform work for people with disabilities, and the release of a major report entitled *Making Health Care Reform Work for Americans with Disabilities*. The Council also convened an ADA Watch Planning Session and an ADA Watch Roundtable to gather information on the implementation, effectiveness, and impact of the ADA.

On behalf of the members and staff of the National Council on Disability, let me express our appreciation for your continued support and our commitment to providing you with high-quality services in the years ahead.

Sincerely,

Marca Bristo

Marca Bristo
Chairperson

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NATIONAL COUNCIL MEMBERS AND STAFF

Members

Marca Bristo, Chairperson
John A. Gannon, Vice Chairperson
Linda W. Allison
Ellis B. Bodron
Larry Brown, Jr.
Mary Ann Mobley Collins
Anthony H. Flack
Robert S. Muller
Bonnie O'Day
Mary M. Raether
Shirley W. Ryan
Anne C. Seggerman
Michael B. Unhjem
Kate P. Wolters

Staff

Speed Davis, Acting Executive Director
Billie Jean Hill, Program Specialist
Jamal Mazrui, Program Specialist
Mark S. Quigley, Public Affairs Specialist and Editor
Brenda Bratton, Executive Secretary
Stacey S. Brown, Staff Assistant
Janice Mack, Administrative Officer

Edward P. Burke, Senior Advisor

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MAJOR ACTIVITIES SUMMARY — FY 1994

With a budget authorization of $1,690,000, the National Council on Disability (NCD) began Fiscal Year (FY) 1994 with a wide variety of activities in an effort to provide the President and the Congress with recommendations on how to increase the inclusion, independence, and empowerment of all Americans with disabilities.

The activities of NCD in FY 1994 included gathering information about the implementation, effectiveness, and impact of the Americans with Disabilities Act of 1990 (ADA), Public Law 101-336, a law that was initially proposed by NCD. NCD continued its monitoring of ADA's implementation through active communication with consumers. NCD also identified the overall needs and concerns of individuals with disabilities by conducting town meetings and forums throughout the country, and by responding to thousands of telephone and written inquiries on the ADA and other issues.

NCD's other highlights for FY 1994 were five town meetings conducted on how to make health care reform work for people with disabilities. The recommendations were released in a major report titled *Making Health Care Reform Work for Americans with Disabilities. Summary Information on Five "Town Meetings" on Health Care Reform: A Report to the President and the Congress of the United States.*

In addition, the U.S. Senate confirmed Marca Bristo of Chicago, Illinois, as chairperson of NCD, Bonnie O'Day of Boston, Massachusetts, and Kate Pew Wolters of Grand Rapids, Michigan, as members. Larry Brown, Jr., of Potomac, Maryland, was renominated by the President and reconfirmed by the Senate.

ACTIVITIES

During FY 1994, NCD conducted several activities to elicit public response on issues affecting people with disabilities and to inform the public of its activities. The following is a summary of those activities:

ADA SUMMIT

February 10, 1994

Synopsis

As the organization that first proposed the landmark ADA, NCD convened an all-day, national meeting of experts at the U.S. Senate regarding progress to date in ADA implementation and strategies to ensure that the promises of the ADA are kept in the future.

HEALTH CARE REFORM TOWN MEETINGS

March 30, 1994, San Diego, California
April 5, 1994, Austin, Texas
April 6, 1994, Topeka, Kansas
April 9, 1994, New York, New York
April 11, 1994, Philadelphia, Pennsylvania

Synopsis

During FY 1994, NCD conducted five town meetings across the United States to give persons with disabilities an opportunity to express their views on the various proposals for health care reform that were being considered by the 103rd Congress. The Council issued its report, *Making Health Care Reform Work for Americans with Disabilities. Summary Information on Five "Town Meetings" on Health Care Reform*, on July 27, 1994.

COMMUNICATION WITH THE HEALTH CARE FINANCING ADMINISTRATION

July 25, 1994

Synopsis

NCD responded to a Notice of Proposed Rulemaking issued by the Health Care Financing Administration (HCFA), requesting that a proposed rule governing the reimbursement for medical rehabilitation services required by people with

disabilities be withdrawn and rewritten in a manner that insures that placement decisions are made in the best interests of people with disabilities and others in need of extended home- and community-based supports. HCFA subsequently withdrew the proposed rule.

Health Care Meetings and News Conference

July 26, 1994, Washington, D.C.

Synopsis

NCD released its report, *Making Health Care Reform Work for Americans with Disabilities. Summary Information on Five "Town Meetings" on Health Care Reform*, at a news conference on Capitol Hill. The Council's report represents the views of more than 130 witnesses and hundreds of other people who attended these town meetings, and identifies the health care priorities of Americans with disabilities.

ADA Anniversary

July 27, 1994, Washington, D.C.

Synopsis

NCD celebrated the fourth anniversary of the ADA on the South Lawn of the White House, as a crowd of 3,000 listened to President Bill Clinton discuss empowerment and health care reform. NCD chairperson Marca Bristo was on the platform with the President, the First Lady, the Vice President and Mrs. Gore, Cabinet members, Members of Congress, and other disability advocates. At the conclusion of the celebration, the President accepted a copy of the Council's report, *Making Health Care Reform Work for Americans with Disabilities. Summary Information on Five "Town Meetings" on Health Care Reform*, from Marca Bristo.

Communication with the U.S. Department of Transportation

August 8, 1994

Synopsis

In a response to the Secretary of Transportation, NCD chairperson Marca Bristo requested that the U.S. Department of Transportation ensure that a proposed rule governing the accessibility of over-the-road buses be written in such a way as to contain the findings of a congressionally mandated study completed by the Office of Technology Assessment, which states that over-the-road buses should be accessible via lift or another level-change device.

MICROSOFT CORPORATION MEETING

August 22, 1994, Seattle, Washington

Synopsis

NCD members and staff initiated a meeting between representatives of the disability community and Microsoft Corporation officials, to discuss access to Windows-based software for people with disabilities, especially people with severe visual impairments.

ADA WATCH ROUNDTABLE

August 23, 1994, Seattle, Washington

Synopsis

NCD conducted an ADA Watch Roundtable as part of its congressionally mandated commitment to monitor the implementation of the ADA. The purpose of the one-day event in Seattle, Washington, was to bring together disability leaders and advocates to discuss ADA implementation efforts at the local level. Federal, State, and local officials participated in the discussions. A report titled *The Americans with Disabilities Act: Ensuring Equal Access to the American Dream* was released on January 26, 1995.

RESEARCH

In its efforts to provide quality research in areas of interest to people with disabilities, and in response to its congressional mandate, NCD continued work on its study of inclusionary education, conducted a series of five field hearings on health care reform, and initiated research on the application of the ADA for persons with cognitive impairments. NCD also began planning a series of field hearings on the implementation of the Individuals with Disabilities Education Act (IDEA) and, through its contract with the Beach Center on Families and Disability, commissioned the production of 27 papers written by nationally preeminent researchers and teacher/trainers on the reauthorization of IDEA.

In addition, under its new leadership, the Council has gone through the process of recommending and adopting new strategic priorities. NCD has also contracted with the National Institute on Disability and Rehabilitation Research (NIDRR) to initiate work in three new priority areas: ensuring access to the information superhighway for Americans with disabilities; ascertaining the status of federally assisted or sponsored policies and practices targeted to increase the participation of people with disabilities from diverse backgrounds in community service and educational programs; and promoting the role of the United States in advancing the status of people with disabilities on an international basis.

EDUCATION

The Council continued its research in the practices of States in educating students with disabilities. As a followup to its 1989 study, *The Education of Students with Disabilities: Where Do We Stand?*, and its 1993 study, *Serving the Nation's Students with Disabilities: Progress and Prospects*, the Council supported Education Development Center, Inc. of Newton, Massachusetts, in producing *A System Apart: A Study of the Least Restrictive Environment Provisions of IDEA in Massachusetts and Illinois*. This work, done in partnership with the Pathways Awareness Foundation of Chicago, Illinois, will be reinforced by the soon-to-be released publication of a companion study on educational inclusion, titled *Inclusionary Education for Students with Disabilities: Keeping the Promise*, during FY 1995. In addition, the Council organized 10 one-day field hearings to gather information and recommendations from consumers on the implementation of IDEA, the Federal legislation that supports the vast majority of special education

programs across the nation. The report on these hearings is currently being edited.

HEALTH CARE REFORM

As part of its research agenda, NCD continued its work in the field of health care. Its report, *Making Health Care Reform Work for Americans with Disabilities*, was released in FY 1994, as a followup to its 1993 study, *Sharing the Risk and Ensuring Independence: A Disability Perspective on Access to Health Insurance and Health-Related Services*. In the 1994 report, the Council identified the health care priorities of Americans with disabilities.

INTERNATIONAL

In 1993, at the request of the Administration, NCD served as part of the United States delegation to the Commission for Social Development of the United Nations in Vienna. The Council's report, *Progress in Advancing the Status of People with Disabilities Around the World: The Work of the United States Delegation to the Thirty-Third Session of the Commission for Social Development of the United Nations*, detailed the work conducted at that meeting by John A. Gannon, acting chairperson; Edward P. Burke, acting executive director; and other members of the delegation.

The most significant outcome of this work was that the Commission for Social Development voted to approve the first-ever United States-sponsored resolution on disability policy. This resolution, titled *The Positive and Full Inclusion of Persons with Disabilities in All Aspects of Society and the Leadership Role of the United States Therein*, embodies the spirit of the landmark ADA and sets a new and higher standard for the status of people with disabilities in societies all around the world.

On December 20, 1993, the Council's efforts were rewarded when this resolution and the *Standard Rules on the Equalization of Opportunities for Persons with Disabilities* were adopted by the General Assembly of the United Nations.

In addition, NCD worked with the U.S. Department of State to include people with disabilities in the World Summit for Social Development and the upcoming Fourth World Conference on Women.

CONGRESSIONAL TESTIMONY

During FY 1994, NCD provided formal testimony to the Congress on three occasions. These were as follows:

March 10, 1994, testimony submitted for the record of the U.S. House of Representatives

The U.S. House of Representatives Committee on Education and Labor, Subcommittee on Select Education and Civil Rights received testimony from John A. Gannon, acting chairperson, and Edward P. Burke, acting executive director, regarding the reauthorization of IDEA.

March 18, 1994, before the U.S. House of Representatives

John A. Gannon, acting chairperson, and Edward P. Burke, acting executive director testified before the U.S. House Committee on Appropriations, Subcommittee on Labor, Health and Human Services and Education, regarding its FY 1995 budget request.

September 21, 1994, testimony submitted for the record of the U.S. House of Representatives

The U.S. House of Representatives Commission on Security and Cooperation in Europe received testimony from Marca Bristo, Chairperson, and Edward P. Burke, acting executive director, regarding the need to forward human rights of people with disabilities on an international basis.

LIAISON WITH THE NATIONAL INSTITUTE ON DISABILITY AND REHABILITATION RESEARCH (NIDRR)

NCD held regular meetings with the director and the staff of NIDRR to discuss ways to improve research concerning people with disabilities and the methods of collecting and disseminating the findings of such research.

In addition, NCD made recommendations to NIDRR on issues of public policy that affect the wide range of people with disabilities, including individuals of different ages, conditions, perceived employment potentials, economic needs, specific functional abilities, and other individual circumstances.

INFORMATION DISSEMINATION

Throughout the fiscal year, NCD received thousands of telephone calls and letters from concerned individuals and organizations about disability issues. The Council's outreach to persons with disabilities and their families, the Administration, the Congress, and the public continued to grow. The Council continued to disseminate important disability-related information through its *FOCUS* newsletter, special reports, annual reports, and ongoing interaction with the news media.

QUARTERLY MEETINGS OF THE NATIONAL COUNCIL

As required by Section 400(c) of the Rehabilitation Act of 1973, as amended, the full Council met on four occasions during the fiscal year. The following are the dates and locations of these meetings:

November 2-3, 1993; Washington, D.C.
January 24-26, 1994; San Diego, California
May 2-4, 1994; Denver, Colorado
August 22-24, 1994; Seattle, Washington

APPENDIX A

NATIONAL COUNCIL MEMBER AND STAFF BIOGRAPHIES

MEMBERS

Marca Bristo, Chairperson

Marca Bristo of Chicago, Illinois, was selected by President Clinton to be the first person with a disability to become chairperson of the National Council on Disability. She was confirmed by the U.S. Senate on May 12, 1994. Ms. Bristo is also president and CEO of Access Living of Metropolitan Chicago.

As chairperson, one of Ms. Bristo's goals is to create a stronger link among the Council, the community of people with disabilities, and parents and advocates. The Council will address the inconsistencies in public policy so that we have a more cohesive national policy on disability, at home and abroad. It is her intention that the Council be more innovative and empowering in taking on issues that others have not, and that our work truly reflect President Clinton's "people first" philosophy. She credits the Clinton administration with making significant progress on issues affecting people with disabilities.

Ms. Bristo believes the disability community and the Council need to play a larger role in forwarding a national policy on health reform, including personal assistance services, monitoring the implementation of the ADA, and fostering economic empowerment.

Ms. Bristo directed Access Living of Metropolitan Chicago through its initial period of affiliation with the Rehabilitation Institute of Chicago and into full autonomy in 1987. Access Living is Chicago's only nonresidential Center for Independent Living (CIL) for people with disabilities. Ms. Bristo also co-founded and served a two-term presidency for the National Council on Independent Living and was one of the task force members who crafted the Americans with Disabilities Act.

She is the recipient of numerous awards and honors, including the 1993 Henry B. Betts Award, the Distinguished Service Award of the President of the United States, and the

1993 Executive of the Year Award from United Way of Chicago. She has assisted in writing and modifying city, State and national legislation prohibiting rights violations.

Bristo, who holds a bachelor of arts degree from Beloit College and a bachelor of science degree from Rush College of Nursing, lives in Chicago with her husband Bob Kettlewell and two children. She will fill her new role while remaining in Chicago as president/CEO of Access Living.

John A. Gannon, Vice Chairperson

John A. Gannon of Cleveland, Ohio, and Washington, D.C., is the vice chairperson of the National Council on Disability.

A firefighter for more than 30 years, Mr. Gannon was an active leader of the International Association of Fire Fighters (IAFF) Local 93. Starting as a member of the local IAFF committee, he eventually became president, a position he held for 10 years before being elected to national office.

In September 1988, Mr. Gannon was elected IAFF president emeritus. He had served as president of the 170,000-member organization since 1980. Under his leadership, the IAFF expanded its role in occupational safety and health. Concerned about the hazards of his profession, he guided and directed a series of programs to promote greater safety and health protection. One program sponsored research on safer garments and equipment for firefighters. Mr. Gannon also fostered development of the IAFF Burn Foundation, which raises funds for research on the care of people who have experienced severe burns. In 1985, the Metropolitan General Hospital in Cleveland dedicated the John Gannon Burn and Trauma Center in recognition of his support for the hospital.

Mr. Gannon was elected Vice President of the AFL-CIO, with which the IAFF is affiliated. Within the AFL-CIO, he was vice president of the Public Employee Department. On the Executive Council, he was a member of several committees. He serves on the board of the National Joint Council of Fire Service Organizations and in 1982 served as its chairman. He is a member of the board of the Muscular Dystrophy Association.

Mr. Gannon was appointed to the National Council on Disability in December 1988. He served as acting chairperson from February 1993 until May 1994, when he became vice Chairperson.

Mr. Gannon attended Miami University in Ohio and Glasgow University in Scotland, and studied at Baldwin-Wallace College and Cleveland State University.

Linda Wickett Allison

Linda Allison of Dallas, Texas, is a long-time advocate of people with disabilities. She is a board member of the National Paralysis Foundation and a trustee for the International Spinal Research Trust.

Mrs. Allison, who grew up in Fort Worth, has three children. Her daughter Marcy was paralyzed from the waist down in a 1979 automobile accident. Marcy graduated from the University of Texas School of Law in 1986 and practices law in Austin.
Mrs. Allison's late husband, James N. Allison, Jr., owned the *Midland Reporter Telegram* and other newspapers in Texas and Colorado and was a deputy chairperson of the Republican National Committee.

Ellis B. Bodron

Ellis Bodron of Vicksburg, Mississippi, has been a practicing attorney since 1947. He served 36 years as a member of the Mississippi legislature, one term in the House of Representatives and eight terms in the Mississippi Senate. He also chaired the Senate Finance Committee from 1961 until 1983.

Mr. Bodron, who is blind, is associated with several civic organizations, including the Vicksburg Lions Club, Vicksburg Chamber of Commerce, and the University of Mississippi Alumni Association. In addition, he is a member of the Advisory Board of Directors, Deposit Guaranty National Bank.

Mr. Bodron has also been a member of the Agriculture and Industrial Board, which preceded the Board of Economic Development, and the Committee of Budget and Accounting and the Board of Trustees of the Mississippi Public Employees Retirement System. He graduated with a bachelor of arts and a bachelor of laws degree from the University of Mississippi. He is married with two children.

Larry Brown, Jr.

Larry Brown, Jr. of Potomac, Maryland, was reappointed as a member of the Council by President Clinton. He has been the Xerox business and community relations manager for the Mid-Atlantic Region, Coastal Operations, Custom Systems Division. From 1991 until 1993, he was government and community relations manager with Integrated Systems Operations.

Mr. Brown was a running back for the Washington Redskins for eight years. During that time, he received many awards, including Most Valuable Player in the National Football League for 1972. He was inducted into the Washington, D.C., Touchdown Hall of Fame in 1991.

After retiring from football in 1977, he worked at E.F. Hutton as a personal financial management adviser. He has been special assistant to the director, Office of Minority Business Enterprise, Department of Commerce. He is involved with youth, people with disabilities, and senior citizens. Mr. Brown has spoken at schools, colleges, and universities on topics such as motivation, discipline, and camaraderie. He works with many organizations, including Joint Action in Community Service, Inc., and the Board of Visitors, George Mason University.

Mary Ann Mobley Collins

A former Miss America who lives in Beverly Hills, California, Mary Ann Mobley Collins has a career in film, television and on Broadway. She has co-hosted National March of Dimes telethons with her husband, Emmy-award-winning actor Gary Collins; she is a member of the National Board of the March of Dimes Foundation and is national chair of the Mother's March against Birth Defects. She is a member of SHARE, a Los Angeles-based women's organization that has raised more than $6 million for the Exceptional Children's Foundation for the Mentally Retarded. She serves on the national board of the Crohns and Colitis Foundation.

Mrs. Collins helped raise funds for the Willowood Foundation in her native Mississippi, which provides homes for young adults with mental and physical disabilities. She has received many awards and honors, including the 1990 International Humanitarian Award from the Institute for Human Understanding, Woman of Distinction 1990 from the National Foundation for Ileitis and Colitis, and the HELP Humanitarian Award of

1985 from HELP for Handicapped Children. She has filmed documentaries in Cambodia, Ethiopia, Mozambique, Somalia, Kenya, Sudan, and Bolivia on the plight of starving children and people with disabilities.

Anthony H. Flack

Anthony Flack of Norwalk, Connecticut, is president of Anthony H. Flack & Associates. He has been a member of the board of Families and Children's Aid of Greater Norwalk and has worked with the Child Guidance Center of Greater Bridgeport, the Youth Shelter in Greenwich, Hall Neighborhood House in Bridgeport, and the Urban League of Greater Bridgeport. Mr. Flack is a member of the Allocations and Admissions Committee, United Way of Norwalk, and received the Bell Award for outstanding service in the field of mental health at the Bridgeport chapter, Connecticut Association of Mental Health.

Robert S. Muller

Robert Muller of Grandville, Michigan, began his career with Steelcase, Inc., in 1966 and is now an administrator in human resources. He is an adjunct professor in the Department of Psychology at Aquinas College and in the Department of Education at Calvin College in Grand Rapids. He serves on the board of trustees for Hope Network and Foundation in Grand Rapids, which serves 1,700 adults with disabilities. In April 1981, he received an honorary degree in educational psychology from the Free University in Amsterdam, the Netherlands.

Mr. Muller holds a B.S. in business administration from Aquinas College and in 1978 was voted Outstanding Alumnus of the Year. He has lectured at colleges and universities nationally and internationally. He is a board member for several national, State, and local organizations.

In May 1987, Mr. Muller and his wife Carol hosted a first-time event at the White House with the Vice President. The Celebration of Disabled Americans at Work was cosponsored by several major corporations. Mr. Muller now serves as president of the National Roundtable on Corporate Development for Americans with Disabilities. In 1985, he received the Liberty Bell Award from the Grand Rapids Bar Association. In 1988, he was national co-chair of the Disabled Americans for President Bush Campaign and in 1992 was an honorary national member of the Bush/Quayle Disability Coalition

campaign. In November 1992, Mr. Muller was appointed to the Governor's Commission on Handicapped Concerns for Michigan.

Bonnie O'Day

Bonnie O'Day of Somerville, Massachusetts, was selected by President Clinton to become a member of the National Council on Disability. She was confirmed by the U.S. Senate on June 21, 1994.

Currently, Ms. O'Day is a consultant to the Independent Living Research Utilization Project in Houston and is an adjunct professor at Suffolk University School of Public Management in Boston. She has directed independent living centers in Boston; Norfolk, Virginia; and Marshall, Minnesota, providing services and advocacy for people with severe disabilities. Ms. O'Day serves on the boards of directors of national, State, and local advocacy organizations.

A strong advocate since 1973 for the civil rights of people who are blind or otherwise disabled, Ms. O'Day has considerable expertise on the Americans with Disabilities Act and frequently provides guidance and technical assistance on this topic.

Ms. O'Day holds a bachelor of science degree in social welfare from Augsburg College in Minneapolis and a master of public administration degree from the University of Virginia in Charlottesville. She is a Ph.D. student at the Heller School for Advanced Studies in Social Welfare Policy at Brandeis University in Waltham, Massachusetts.

Mary Matthews Raether

Mary Matthews Raether of McLean, Virginia, is associated with St. John's Community Services, Inc., a nonprofit organization providing instruction, employment training, and independent and group home living skills for people with severe mental disabilities, especially autism. Mrs. Raether has been an officer and trustee of St. John's since 1985, has chaired the public relations committee and participated on the executive, nominating, investment, and development committees.

Mrs. Raether has been active in civic, educational, and religious organizations in the Washington metropolitan area. While community vice president of the Junior League of Washington, she developed emergency grant procedures and fund-raising information

services for small and emerging nonprofit organizations. Mrs. Raether has 10 years of experience as legislative assistant to Representatives George Bush and Barber Conable. She specialized in tax, Social Security, Medicare/Medicaid, and trade issues. She considers her efforts in clarifying the tax status of lobbying by nonprofit organizations an outstanding career accomplishment. She received a B.A. from the University of Texas at Austin in 1962. She is married and has two children.

Shirley W. Ryan

Shirley W. Ryan of Kenilworth, Illinois, is president and co-founder of the Pathways Center for Children, an out-patient, individualized neurodevelopmental therapy center for children with delayed gross or fine motor activity and/or motor-based eating problems. In a related activity, Mrs. Ryan is president and co-founder of Pathways Awareness Foundation, a public health care awareness organization that focuses on issues that include child development problems and early infant assessment procedures of children with special needs.

As part of her outreach commitment to the community, Mrs. Ryan serves as a trustee for the Ronald McDonald's Childrens' Charities and also is director of the United Cerebral Palsy Association of Chicago. She also participates as an executive committee member for the Chicago Community Trust, a public foundation that makes awards in the areas of health, social services, education, civic affairs, and arts and humanities.

Her other activities include service as vice chairman, Board of Directors, Chicago Council on Foreign Relations; founder, Northwestern University graduate school invitational course; founding member, Northwestern University Women's Board; and director, Chicago Foundation on Education.

Mrs. Ryan's mission continues to focus on helping children with movement difficulties and their families. Thanks to her vision and perseverance, hundreds of thousands of Americans have learned what signs in a baby's physical development may signal delayed development and the need for assistance. Mrs. Ryan is married and has three children.

Anne Crellin Seggerman

Anne Crellin Seggerman of Fairfield, Connecticut, is the founder of Fourth World Foundation, Inc., a company engaged in the development of interfaith media.

A member of Bridgeport Urban Gardens and Youth at Risk/Breakthrough Foundation, Mrs. Seggerman founded and serves as the chairman of the board of the Fairfield County Chapter of Huxley Institute for Biosocial Research. She previously was a member of the President's Committee on Mental Retardation.

Mrs. Seggerman is listed in *Who's Who of American Women* and has received numerous honors,including an Honorary Doctor of Humane Letters Award from Sacred Heart University. She is a member of the Association of Knights and Ladies of the Holy Sepulchre, and the American Association of the Order of Malta. She was previously appointed to serve on the Committee on Housing of Handicapped Families of the Department of Housing and Urban Development.

Mrs. Seggerman is experienced in providing care, treatment, and rehabilitation to people with schizophrenia and has extensive experience with people with alcoholism and children with learning disabilities. She is married and has six adult children.

Michael B. Unhjem

Michael Unhjem of Fargo, North Dakota, is president of Blue Cross Blue Shield of North Dakota. He is the youngest person ever elected to the North Dakota House of Representatives and is a member of the National Conference of Commissioners on Uniform State Laws. He served in 1988 as president of the National Mental Health Association.

Mr. Unhjem has been involved in local and national organizations, including the Advisory Mental Health Council of the U.S. Department of Health and Human Services; the Governor's Commission on Mental Health Services; the National Alliance for Research on Schizophrenia and Depression; and the National Mental Health Leadership Forum. Awards include the 1989 Special Presidential Commendation from the American Psychiatric Association, the 1988 Distinguished Leadership Award from the North Dakota Psychological Association, and the National Excellence in Leadership Award from North Dakota.

He has been recognized by *Who's Who in American Politics, Who's Who in North Dakota, Who's Who in the Midwest, Personalities of America,* and *Men of Achievement.* Mr. Unhjem graduated magna cum laude with a B.A. in history and political science from Jamestown College in North Dakota in 1975. In 1978, he earned a J.D. with distinction from the

University of North Dakota School of Law in Grand Forks. He is married and has three children.

Kate Pew Wolters

Kate Pew Wolters of Grand Rapids, Michigan, is the executive director of the Steelcase Foundation — an endowment unit of Steelcase Inc. (the world's leading designer and manufacturer of office furniture). On May 12, 1994, she was confirmed by the U.S. Senate to be a member of the National Council on Disability.

In her present position, which she has held since 1986, Ms. Wolters reviews, evaluates, and presents to the Steelcase Foundation Board of Trustees funding requests that benefit many communities across the United States, particularly communities in which Steelcase has manufacturing operations.

Ms. Wolters was appointed by the Governor of Michigan to the Michigan Developmental Disabilities Council in 1984 and reappointed in 1991 as its chair. She is immediate past president of the board of the Michigan Council for Independent Living. She is on the Board of Visitors of Michigan State University's School of Social Science and is also a director on the boards of the Irving S. Gilmore International Keyboard Festival, the Greater Grand Rapids Area Chamber of Commerce, the Council of Michigan Foundations, and Aquinas College.

She holds a master's degree in social work from Michigan State University and a bachelor of arts degree in sociology from Aquinas College in Grand Rapids.

STAFF

Speed Davis, Acting Executive Director

Speed Davis is the acting executive director of the National Council on Disability. Mr. Davis comes to NCD from the Massachusetts Office on Disability, where he began as the assistant director in 1987, became deputy director in 1989, and director in 1991.

Before that he formerly served as national director of program operations at the National Spinal Cord Injury Association; claims representative at the Social Security Administration in St. Louis; employment technician at the Missouri Division of Employment Security in Kansas City; and county director at the Central Missouri Counties/Human Development Corporation.

For more than 20 years, Mr. Davis has played a leadership role in advocacy activities on behalf of people with a wide range of disabilities. He has worked with public officials and private citizens to improve the status of people with disabilities in the areas of civil rights, physical accessibility, employment, and transportation.

Mr. Davis is a nationally recognized expert on housing rights of people with disabilities and is well known for his expertise on the implementation of the Americans with Disabilities Act. He has served as a member of the Massachusetts Rehabilitation Commission Statewide Advisory Council and the Massachusetts Architectural Access Board.

In addition to being instrumental in the passage of State and local laws establishing reserved parking for drivers with disabilities, Mr. Davis was the vice-chairman of the coalition that caused the local bus system to be the first in the nation to place lift-equipped buses in service.

As a disability leader with a strong management background and excellent communications skills, Mr. Davis is a welcome addition to the NCD.

Billie Jean Hill

Billie Jean Hill joined the staff of the National Council on Disability as program specialist in March 1992. Previously, Ms. Hill was director of communications and editor for the Blinded Veterans Association; before that she was founding director of a statewide broadcast service for persons with reading disabilities with Mississippi Educational Television in her home state. She was appointed to work on a governor's commission in Mississippi to report on the needs of children and youth in rural Mississippi who are disabled. Ms. Hill studied journalism and education at Mississippi

University for Women and at the University of London in England. She serves as chairperson of the Board of Publications for the American Council of the Blind.

Jamal Mazrui

Jamal Mazrui is a program specialist at the Council, joining the staff in March 1995. Mr. Mazrui comes to the Council from the John F. Kennedy School of Government, Harvard University, where he was alumni database coordinator. He was an account manager and technical support specialist at Advocate Development Corporation, and a management information systems consultant at New England Telephone. Mr. Mazrui has also served as chair of the Rehabilitation Advisory Council, Massachusetts Commission for the Blind; legislative representative at the Bay State Council of the Blind; and is the founder and former director of the Visually Impaired and Blind User Group of the Boston Computer Society. He was a member of the Board of Editors of the *Harvard Public Policy Review* and treasurer of the Kennedy School Black Caucus. Mr. Mazrui received his bachelor's degree in operations research from Princeton University and a master's in public policy from Harvard University.

Mark S. Quigley

Mark Quigley joined the staff as a public affairs specialist in May 1990. He previously was a consultant to the U.S. National Commission on Drug-Free Schools. He is a former program coordinator at the U.S. Interagency Council on the Homeless and former director of communications at the White House Conference on Small Business. Mr. Quigley graduated *magna cum laude* in 1979 from Northern Virginia Community College in Annandale, Virginia, with an A.A. in general studies. He received a B.A. in government and politics in 1983 and an M.P.A. in public administration in 1990 from George Mason University in Fairfax, Virginia.

Brenda Bratton

Brenda Bratton, executive secretary for the Council, was formerly employed as a secretary at the National Transportation Safety Board. Ms. Bratton graduated from Farmville Central High School and the Washington School for Secretaries.

Stacey S. Brown

Stacey Brown is staff assistant and has been employed by the National Council since 1986. His prior experience includes employment as a receptionist and clerk with the Board for International Broadcasting and with the Compliance and Enforcement Unit of the Architectural and Transportation Barriers Compliance Board, where he was a student assistant. Mr. Brown is a graduate of Howard University in Washington, D.C., where he earned a B.A. in political science in 1987.

Janice Mack

Janice Mack, the administrative officer for NCD, was formerly employed with the National Oceanic and Atmospheric Administration. Ms. Mack graduated from Calvin Coolidge High School.

APPENDIX B

PUBLICATIONS

The Americans with Disabilities Act: Ensuring Equal Access to the American Dream (1995)

Inclusionary Education for Students with Disabilities: Keeping the Promise (1994)

Making Health Care Reform Work for Americans with Disabilities. Summary Information on Five "Town Meetings" on Health Care Reform: A Report to the President and the Congress of the United States (1994)

Furthering the Goals of the Americans with Disabilities Act Through Disability Policy Research in the 1990s: Summary of Proceedings (1993)

ADA Watch — Year One: A Report to the President and the Congress on Progress in Implementing the Americans with Disabilities Act (1993)

Meeting the Unique Needs of Minorities with Disabilities: A Report to the President and the Congress (1993)

Serving the Nation's Students with Disabilities: Progress and Prospects. A Report to the President and the Congress (1993)

Sharing the Risk and Ensuring Independence: A Disability Perspective on Access to Health Insurance and Health-Related Services. A Report to the President and the Congress (1993)

Study on the Financing of Assistive Technology Devices and Services for Individuals with Disabilities: A Report to the President and the Congress (1993)

Wilderness Accessibility for People with Disabilities: A Report to the President and the Congress of the United States on Section 507(a) of the Americans with Disabilities Act (1992)

The Impact of Exemplary Technology-Support Programs on Students with Disabilities (1991)

The Education of Students with Disabilities: Where Do We Stand? A Report to the President and the Congress of the United States (1989)

On the Threshold of Independence: A Report to the President and to the Congress of the United States (1988)

Toward Independence: An Assessment of Federal Laws and Programs Affecting Persons with Disabilities — With Legislative Recommendations (1986)

APPENDIX C

MISSION OF THE NATIONAL COUNCIL ON DISABILITY

Overview and Purpose

NCD is an independent Federal agency led by 15 members appointed by the President of the United States and confirmed by the U.S. Senate.

The overall purpose of NCD is to promote policies, programs, practices, and procedures that guarantee equal opportunity for all individuals with disabilities, regardless of the nature or severity of the disability; and to empower individuals with disabilities to achieve economic self-sufficiency, independent living, and inclusion and integration into all aspects of society.

Specific Duties

The current statutory mandate of NCD includes the following:

- Reviewing and evaluating, on a continuing basis, policies, programs, practices, and procedures concerning individuals with disabilities conducted or assisted by Federal departments and agencies, including programs established or assisted under the Rehabilitation Act of 1973, as amended, or under the Developmental Disabilities Assistance and Bill of Rights Act; and all statutes and regulations pertaining to Federal programs that assist such individuals with disabilities in order to assess the effectiveness of such policies, programs, practices, procedures, statutes, and regulations in meeting the needs of individuals with disabilities;

- Reviewing and evaluating, on a continuing basis, new and emerging disability policy issues affecting individuals with disabilities at the Federal, State, and local levels, and in the private sector, including the need for and coordination of adult services, access to personal assistance services, school reform efforts and the impact of such efforts on individuals with disabilities, access for health care, and

policies that operate as disincentives for individuals to seek and retain employment.

- Making recommendations to the President, the Congress, the Secretary of Education, the Director of the National Institute on Disability and Rehabilitation Research, and other officials of Federal agencies, respecting ways to better promote equal opportunity, economic self-sufficiency, independent living, and inclusion and integration into all aspects of society for Americans with disabilities.

- Providing the Congress, on a continuing basis, advice, recommendations, legislative proposals, and any additional information that the Council or the Congress deems appropriate;

- Gathering information about the implementation, effectiveness, and impact of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.);

- Advising the President, the Congress, the Commissioner of the Rehabilitation Services Administration, the Assistant Secretary for Special Education and Rehabilitative Services within the Department of Education, and the Director of the National Institute on Disability and Rehabilitation Research on the development of the programs to be carried out under the Rehabilitation Act of 1973, as amended;

- Providing advice to the Commissioner with respect to the policies of and conduct of the Rehabilitation Services Administration;

- Making recommendations to the Director of the National Institute on Disability and Rehabilitation Research on ways to improve research, service, administration, and the collection, dissemination, and implementation of research findings affecting persons with disabilities;

- Providing advice regarding priorities for the activities of the Interagency Disability Coordinating Council and reviewing the recommendations of this

Council for legislative and administrative changes to ensure that such recommendations are consistent with the purposes of the Council to promote the full integration, independence, and productivity of individuals with disabilities;

- Preparing and submitting to the President and the Congress an annual report titled *National Disability Policy: A Progress Report*; and

- Preparing and submitting to the Congress and the President a report containing a summary of the activities and accomplishments of the Council on an annual basis.

CONSUMERS SERVED AND CURRENT ACTIVITIES

While many government agencies deal with issues and programs affecting people with disabilities, NCD is the only Federal agency charged with addressing, analyzing, and making recommendations on issues of public policy that affect people with disabilities regardless of age, disability type, perceived employment potential, economic need, specific functional ability, status as a veteran, or other individual circumstance. NCD recognizes its unique opportunity to facilitate independent living, community integration, and employment opportunities for people with disabilities by ensuring an informed and coordinated approach to addressing the concerns of persons with disabilities and eliminating barriers to their active participation in community and family life.

NCD plays a major role in developing disability policy in America. In fact, it was the Council that originally proposed what eventually became the Americans with Disabilities Act of 1990. Our present list of key issues includes personal assistance services, health care reform, the inclusion of students with disabilities in high-quality programs in typical neighborhood schools, equal employment opportunity, community housing, monitoring the implementation of the Americans with Disabilities Act, improving assistive technology, and ensuring that persons with disabilities who are members of minority groups fully participate in society.

STATUTORY HISTORY

NCD was initially established in 1978 as an advisory board within the Department of Education (Public Law 95-602). The Rehabilitation Act Amendments of 1984 (Public Law 98-221) transformed NCD into an independent agency.

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